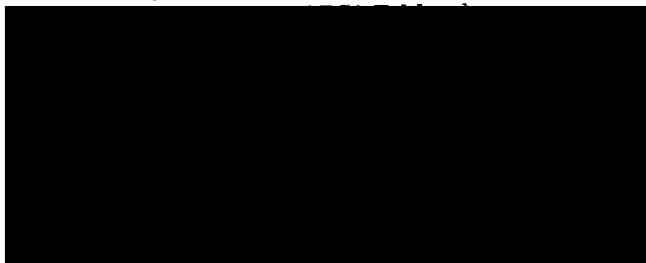


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. . . . The 161st meeting of the CIA RETIREMENT BOARD convened at 2:00 p.m. on Thursday, 8 July 1971, with the following present:

Mr. Harry B. Fisher, Chairman

25X1A9a



MR. FISHER: We have the Minutes of the 27 May and 10 June Board meetings. Any corrections, additions or deletions to the Minutes? (No response.) If not, they stand as written.

Next we have five employees who have now finished their 15 years and appear to meet the criteria for designation as participants. And I'd like to have a motion.

Move they be designated.

25X1A9a

Second.

. . . This motion was then passed . . .

MR. FISHER: And then we have 30 employees who have completed more than five years of Agency service, appear to meet the criteria for designation as participants in the System, and I'd like to have a motion.

25X1A9a

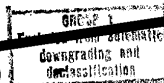
Move we approve.

Second.

. . . This motion was then passed . . .

MR. FISHER: Next we have three candidates for

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voluntary retirement. We have [REDACTED] who is 50 years old, 25X1A9a
has the required Federal and Agency service, and has over 90 months
of qualifying service. We have [REDACTED] who is 54 years 25X1A9a
old, has 28 years of Federal service, 23 years of Agency service, and
170-plus months of overseas service. And [REDACTED] who is age 25X1A9a
50, has 20 years of both Agency and Federal service, and over 160
months of qualifying service.

They all look fine to me. May I have a motion?

[REDACTED] Move they be approved. 25X1A9a

[REDACTED] Second.

. . . This motion was then passed . . .

25X1A9a

MR. FISHER: Next case, [REDACTED]

This sounds a lot easier than it was -- because George came in a
little hard on this --

[REDACTED] I talked to him myself. 25X1A9a

MR. FISHER: He was sure looking for ways to
stay in. But he was fair minded enough to know that he didn't
quite hack it, and he finally threw in the sponge. And he said he
felt quite sure he would one day in the not too distant future
acquire the two months and two days he needs, and we agreed we
would then take immediate action to put him back in.

So I would like a motion that Mr. George
[REDACTED] be removed from CIARDS based on the fact he does not have
sufficient qualifying service at the time of his 15 year review. 25X1A9a

[REDACTED] So move. 25X1A9a

[REDACTED] Second.

. . . This motion was then passed . . .

25X1A9a

MR. FISHER: Next we have [REDACTED]
who is looking for domestic qualifying service of three and a half months.

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If he is put into the System he will retire in January 1972 when he will reach age 50.

I found this one rather overwhelming in terms of good domestic service. It looked to me like he had possibly a couple of years of it -- and he only needs three and a half months.

25X1A9a

[REDACTED] No problem.

MR. FISHER: Does anybody have any problem with this one?

25X1A9a

[REDACTED] No.

[REDACTED] No.

MR. FISHER: I would suggest to you, Murray, that you cite the working with defectors at safe houses, etc.

For only three and a half months there certainly seems to be no question here.

25X1A9a

[REDACTED] Mr. Chairman, I seriously have a reaction to this case as well as to two or three of the others here in terms of the documentation, because the statement in this one by [REDACTED] "...significant portions, if not all, of his work during those periods is comparable in terms of duties to that which a Clandestine Service officer posted overseas might be expected to perform" -- to me that is a meaningless statement.

25X1A9a

MR. FISHER: It has become a rather pat one that they use.

25X1A9a

[REDACTED] This is the point. It's in two or three other ones, and has occurred here before. And I thought--

25X1A9a

although it's a little unfortunate that [REDACTED] is here today rather than

25X1A9a

[REDACTED] -- but nevertheless, it seems to me the Divisions ought to be cautioned that this is a meaningless statement.

MR. FISHER: I don't think it has always been meaningless. I think once they used it - and it was meaningful - where

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a guy was for instance in JMWAVE --

[REDACTED] But once the Board accepted all 25X1A9a
overseas service, then this statement became meaningless. Because
certainly service in [REDACTED] you can't hold that up as being domestic 25X1A6a
qualifying service --

MR. FISHER: No, but he is saying the nature of
his work here in the United States was comparable to what would be
expected of a man overseas. 25X1A9a
25X1A6a

[REDACTED] In [REDACTED]

MR. FISHER: I see what you mean -- 25X1A9a

[REDACTED] How would you (indicating Mr. 25X1A9a

[REDACTED] like to modify that? 25X1A9a

[REDACTED] The real point-- Many years
ago we decided as a matter of principle that you wouldn't examine the
nature of the duty overseas, that for all overseas it was automatic--
Therefore, to say that duties here were comparable to duties overseas
is a meaningless statement.

25X1A9a

[REDACTED] Because it can't be so.

MR. FISHER: He really is talking about a case
officer who is handling agents overseas -- 25X1A9a

[REDACTED] That is right, but ...

in the phrase within the Regulation, rather than comparable to a
clandestine officer overseas. So they are not hitting the case in any
way. To me it's a [REDACTED] meaningless statement. Again, it
doesn't detract from the case --

MR. FISHER: No, in this case I think he is probably
making a point --

25X1A9a

[REDACTED] But I'm sure a number of your 25X1A9a
(indicating [REDACTED] senior officers feel that this has real meaning, else
they wouldn't be repeating it.

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MR. FISHER: I can't argue the point, but I do think they use it usually when the guy is outside handling agents, etc.

25X1A9a

[REDACTED] I think your point is a very good one, John. There is no reason why we can't find different phraseology.

[REDACTED] Exactly!

25X1A9a

. . . Motion was then made, seconded and passed that [REDACTED] be given membership in the CIARDS . . .

25X1A9a

MR. FISHER: The next case is [REDACTED]

25X1A9a

25X1A9a

[REDACTED] who is also looking for domestic qualifying service -- and he will retire 31 December 1972.

I throw it open for discussion.

[REDACTED] Is [REDACTED] pro or con?

25X1A9a

25X1A

MR. FISHER: Con! very definitely!

Let me just give you a little fill-in here. We had [REDACTED] up here for a pretty good session on a couple of cases we were kicking around, and we went into some detail with him on the nature of the activities of his people who were using [REDACTED] cover. At the conclusion of that meeting we and Erich agreed that it really wasn't domestic qualifying service. Of course every [REDACTED] case is not exactly the same, but as we questioned Erich and he responded, by and large these are people that for example walk into

25X1A9a

25X1A

[REDACTED]

the door, and they really haven't been practicing tradecraft in the true sense of the word.

So Erich is just trying to be consistent in

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saying [REDACTED] basically was doing this same thing during that 25X1A9a
period. Now of course that is not necessarily true of all of his other
service.

[REDACTED] It's rather strange, but Tom K. 25X1A9a
brushed aside that consideration.

[REDACTED] Well, there's other service here. 25X1A9a

MR. FISHER: There's a lot of other service here. 25X1A9a

[REDACTED] It seemed to me the three years in 25X1A
the [REDACTED] Staff sounded like valid service.

MR. FISHER: I had made a note here that even with

25X1A [REDACTED]

it seemed to me that a portion of his WH time also was pretty good - or
some of it was pretty good. So that in total it struck me that it could
well amount to 21 and a half months. Karl, did you get the same feeling?

[REDACTED] Yes, I get the same feeling. And I 25X1A9a
agree with Erich. 25X1A9a

[REDACTED] Well, I shouldn't properly vote on
this one, I think, in light of the fact that the DDP is recommending here.
And I wasn't in on the take-off, in any case. So I'll abstain.

MR. FISHER: Ed, I don't know how many of these
meetings you will be coming to, but I'd like to say I think we were all a 25X1A9a
little bit spoiled by [REDACTED] because he would come to these

meetings with pages of notes and dig in and give us sidelights on the 25X1A9a

DDP cases. Then we had [REDACTED] who didn't seem to know as much 25X1A9a
about the cases as we did. And now [REDACTED] is, again, sort of

getting on top of them. We usually look to the representative of the
sponsoring Directorate to have any additional fill in on it that might help us.

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25X1A9a

[REDACTED] To tell you the truth, the reason I feel I shouldn't vote on this is that I happen to agree with Erich on this period back in the Cover Division.

MR. FISHER: But we're discounting that period entirely.

25X1A9a

[REDACTED] But above and beyond that, this being my first exposure to this question of what the standards are for domestic qualifying service-- I frankly have been a little surprised they are as liberal as they are --

MR. FISHER: Well, you would have a rough time with your [REDACTED] boss, then, I might tell you, because [REDACTED] feels very strongly-- He thinks we are too tough on these cases. Now it is interesting, I think, that each DD/P representative after he has been here for awhile has come to believe this is not the case. And Mike certainly believed this. I think sometimes [REDACTED] like yourself, would argue against one and say, "I don't see what is qualifying about this." I think [REDACTED] is perhaps a little more under day-to-day pressures from [REDACTED] on some of them -- but I think he too has been very fair.

25X1A

25X1A9a

25X1A9a

25X1A

25X1A9a

[REDACTED] Normally of course the DD/P doesn't sign off on these things unless DDP/OP recommends to him that he do so. And it just happens that I didn't handle this one --

25X1A9a

MR. FISHER: I think in this case [REDACTED] sort of puts together a memo reflecting the Board's thinking --

25X1A9a

[REDACTED] Well, yes, [REDACTED] for the DDP/OP.

25X1A9a

MR. FISHER: I agree, but he seems to be just translating the CSCS recommendation. Well, you know better how it works --

25X1A9a

[REDACTED] Well, that is true, I think --

25X1A9a

MR. FISHER: For example [REDACTED] has told

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me on occasion he has tried to vote against it at the CSCS, but then he has [REDACTED] there, who again are way over on the other pole and think everybody in CI Staff should automatically be in the System-- A point, by the way, on which even the DCI is just poles apart and just doesn't buy.

25X1A9a

Well, I think [REDACTED] and myself are probably as tough as anyone on these things, and we both see this case as looking pretty good.

25X1A9a

Bob, did you have trouble with it?

25X1A9a

[REDACTED] Yes, I had trouble with it, but I don't know as much about a lot of this as you people do. I had tried to pick some of this apart more, where he cited it domestically and overseas. He has already gotten credit for the overseas.

MR. FISHER: We are talking about a period maybe of 36 months here. Again, discounting the non-official cover period.

25X1A9a

[REDACTED] If you give half for that and a few months out of the other --

MR. FISHER: Yes, that is generally how we went about it. So I think we're ready, then, for a motion.

25X1A9a

[REDACTED] Move we approve.

[REDACTED] Second.

. . . This motion was then passed . . .

25X1A9a

MR. FISHER: The next case is [REDACTED]

[REDACTED] The same memo as for [REDACTED]

25X1A9a

25X1A9a

MR. FISHER: [REDACTED] also had little or no

25X1A9a

overseas.

25X1A9a

[REDACTED] It's the same situation almost exactly.

MR. FISHER: They seemed to make very much more of the operational support that was provided. Do you know, was

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there a distinction between the two of them. Because Col. White
wasn't very excited about [REDACTED] case and he wouldn't sign off on it. 25X1A9a
[REDACTED] About whose case? 25X1A9a
MR. FISHER: [REDACTED] who was the President of 25X1A9a
this Company - [REDACTED] 25X1A9a
[REDACTED] He was the President of the company
in which [REDACTED] is the Vice President. 25X1A9a
MR. FISHER: And the DCI reviewed the case of
[REDACTED] and he tended to go along with this Board, that it wasn't so
much running this [REDACTED] activity but the fact that it was a 25X1X4
mechanism for spotting, assessing and eventually getting some assets 25X1A9a
that could be used. And [REDACTED] specifically said that [REDACTED] 25X1A9a
had recruited a couple of them. It was that part of the action that
made it qualifying service. 25X1A9a
[REDACTED] But that was tied to the boss of the
company. I don't know whether it applies to this fellow [REDACTED] at all. 25X1A9a
MR. FISHER: It doesn't seem to come out as
strong here. 25X1A9a
[REDACTED] This [REDACTED] succeeded [REDACTED] as 25X1A9a
the Chief, didn't he? 25X1A9a
MR. FISHER: But we just had that case very recently.
[REDACTED] I think [REDACTED] left on 20 May. 25X1A9a
[REDACTED] And how did this Board vote on
the case of the President of the Company?
MR. FISHER: Voted for him. 25X1A9a
[REDACTED] A unanimous vote. 25X1A9a
[REDACTED] In favor?
MR. FISHER: Yes.
But Col. White had said, "Boy! I don't see this!"

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Usually he just initials it. And I explained to him that it was more than just running the company. Of course, you know, he immediately thinks - "What about the [REDACTED] "What about all the other proprietaries?"

25X1C4c

25X1A9a

[REDACTED] That's why I was asking.

MR. FISHER: I explained that no, it wasn't just that he had to maintain his cover, but that he was doing some spotting, assessing, recruiting, giving operational support. So then he said he was going to talk to the DCI on it, and he came back and said that the Director went along with it.

25X1A9a

[REDACTED] It was also 40% of his time was spent in actual instruction.

MR. FISHER: Which is the same percentage for him here.

25X1A9a

25X1A9a

[REDACTED] Well, I talked to [REDACTED] about this this morning and his statement to me was that in the opinion of the [REDACTED] Staff the same considerations apply here as in [REDACTED] case. I didn't press him beyond that point.

25X1A

25X1A9a

MR. FISHER: Well, I think the Board was very much swayed by [REDACTED] personal testimony in [REDACTED] case -- as a matter of fact, he made it much clearer than the documentation did. And again, I am, obviously, influenced by the fact that the DCI agreed with him.

25X1A9a

25X1A9a

[REDACTED] But I guess what we would like is some assurance that the Deputy's duties were in that respect similar to the Boss's duties.

25X1A9a

MR. FISHER: Can we let this one slide for one meeting. There's no great rush. Ed, could you just pursue that for us --

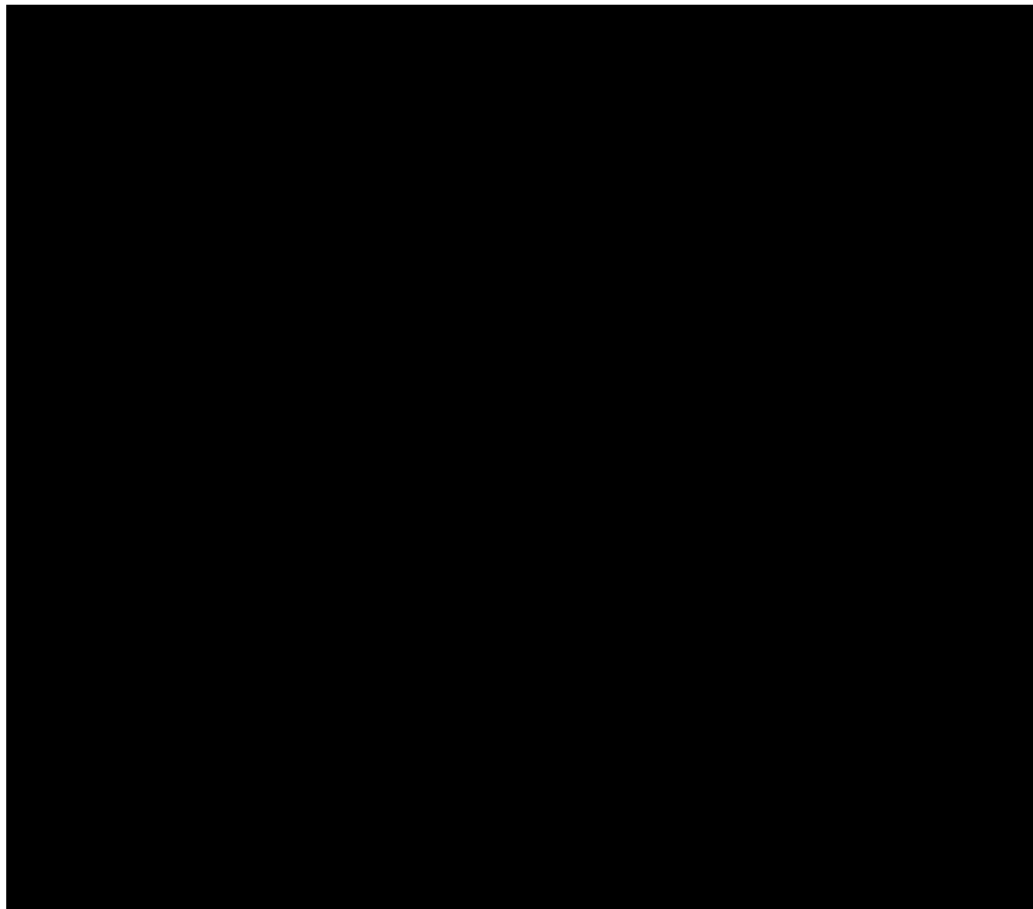
25X1A9a

[REDACTED] Yes.

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25X1A



25X1A14a

So, Ed, I think it would help us a little bit if
you could check on this one.

25X1A14a

More so since the whole burden is
on that kind of activity here, for the whole bit, almost.

25X1A14a

25X1A14a

I think made it clear
that the President actually did this spotting, reporting, etc.

MR. FISHER: Yes, it seemed a little more
personalized to me.

25X1A

25X1A14a

In paragraph 3 of memo
here it says that itself did this, it doesn't really say that
did it. I think that is the point, Ed, to be focused on.

25X1A6a

25X1A9a

MR. FISHER: Now if you find as a result of your
inquiry, Ed, that it isn't easy to pin down, then maybe you can suggest

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an appropriate guy to appear before our Board next time and then we will ask our own questions. But if you can get a satisfactory answer for us, fine.

The next case is [REDACTED]

25X1A9a

25X1A9a

[REDACTED] After [REDACTED] applied

25X1A9a

for this, her husband died. She said it was her husband's illness that caused the additional financial problems.

[REDACTED] But she will get survivor's

25X1A9a

benefits under Social Security, won't she?

25X1A9a

[REDACTED] He was under Social Security, so

I suppose she will. But even his pension was very minimal - \$117.00 -- and I don't know what amount she would be getting .

MR. FISHER: Here again - sad though it is! - she will be facing this situation for a long period of time. All I'm saying is, there's great compassion here, because obviously she is in tough shape financially, but now at least she will be spared the expenses of her husband's continuing illness, and she will be getting some sort of survivor benefit from his Social Security -- whenever she retires she will get at least the minimal Social Security benefit.

Incidentally, I assume we have straightened out that contract time and she now has credit for that?

[REDACTED] Yes.

25X1A9a

MR. FISHER: Which she didn't have before.

What I had written down here is that perhaps we should say we will extend her to 30 June 1972 and we strongly urge that she work very actively with EAA and accept employment as soon as it can be found.

[REDACTED] Is her SCD date right?

25X1A9a

[REDACTED] Her SCD date should be 21 June

1965.

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[REDACTED] At what age will she acquire some other benefit? At age 65? or at any other age? 25X1A9a

MR. FISHER: At 62 she will be entitled to Social Security, as a female, on her own.

[REDACTED] Would she get some medical or other benefits at age 65? or at some other time? 25X1A9a

MR. FISHER: No. 25X1A9a

[REDACTED] We employed a problem , that's what the trouble is here! There's a problem anytime you employ these women -- 25X1A9a

[REDACTED] Well, I think she just has to be told that we can't be a substitute for a retirement system here. 25X1A9a

[REDACTED] When we hired her is when the problem all started.
[REDACTED] She will just have to look for other employment.

MR. FISHER: I know it's being terribly hard nosed and one of these things you have to condition yourself for, but it IS Agency policy, after all. And November 1971 may be awfully close for her, so I was willing to make it until 30 June 1972. 25X1A9a

[REDACTED] You were being more lenient than I was! I was taking her through to the end of the year, which I thought you could do under your D/Pers special authority. 25X1A9a

[REDACTED] I'm in the strange position here of being more lenient than both of you are! But I think during the next year she ought to be given the chance to --

[REDACTED] I do, too.
[REDACTED] I have mixed emotions on these reserve appointments. 25X1A9a

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MR. FISHER: It IS a reserve appointment -- in any event she doesn't have any basis for requesting an extension -- she can't fight the system -- she is already on an extension of her reserve appointment.

We are not hiring these women now who are well along in years, where you know you will have a built-in problem like this. We try to hire women who still have at least a 20 year career ahead of them. We're not too anxious to get them anymore if they are beyond age 40. If we do occasionally, it's a reserve appointment and they are made to understand that that's IT.

But this had a built in problem when she came to work for us, because she could never develop a decent annuity here. But the Director has been awfully tough on extensions beyond age 62. I hate making him the fall guy every time, but he has cut quite a few of the one year extensions back to six months rather than a year. Somehow when you don't give them what they asked for they do recognize that they have reached the end of the line.

25X1A9a [REDACTED] I like your idea, Harry, of giving her until June of 1972.

25X1A9a MR. FISHER: That's another seven months. So
25X1A9a it's a compromise between you two fellows (indicating [REDACTED] and [REDACTED])

25X1A9a [REDACTED] I had no objection to June 1972. I would have if it went beyond that, though.

25X1A9a [REDACTED] 30 June 1972 is okay.

MR. FISHER: That we will give her until 30 June 1972 but during this intervening period we would expect her to work very actively with EAA and she would accept employment as soon as possible. And I realize it's hard for them to go out and look for

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a job when they have a job. But it's equally ridiculous for a clerical to go down to EAA and say she wants help with getting a job and that she will be available in seven or eight months -- because with the clerical types they want you right then and there or they don't want you at all. So she has to be ready to go the moment she finds a job.

Do you all agree? (Members indicated in affirmative.)

. . . Motion was then made, seconded and passed, that [REDACTED] 25X1A9a
be given an extension until 30 June 1972 but that in the meantime she will work diligently with the EAA in trying to find outside employment, and the moment she finds such employment she will accept it . . .

25X1A9a
25X1A9a

[REDACTED] This next case - [REDACTED] -
is very much like a recent one we had where the man's mother died while we were considering his case.

MR. FISHER: I don't have very much trouble with this case of [REDACTED] I'm ready to give him a one month extension. 25X1A9a
25X1A9a

[REDACTED] I was going to suggest giving him 60 days.
[REDACTED] Or until 31 December 1971.

MR. FISHER: He has written a strange paragraph here -- he didn't have a good lawyer! -- where he says, "Should my request for extension of my retirement date as outlined in paragraph 1 be denied, I then hereby respectfully request that I be permitted to retire on 31 December 1971, one month later than my mandatory retirement date."

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This indicates to me -- and maybe I'm wrong -- that he didn't have much hope of getting an extension.

[REDACTED] He just wanted to make sure he got that tax break. 25X1A9a

MR. FISHER: And that's all I'm saying, is give him that.

[REDACTED] This would take him through the end of the year. 25X1A9a

[REDACTED] Under the new policy of retiring on your birth date, you're giving him a month and 24 days. 25X1A9a

MR. FISHER: I'm saying extend him to 31 December 1971.

Now, [REDACTED] for what it's worth, we have here a not very precise recommendation, and we have a concur from Hugh Cunningham where I don't know what he is concurring with! Is he concurring with one month, or concurring with one year? And then Bob Wattles' endorsement is even worse, because he just says - "Forwarded". 25X1A9a

[REDACTED] This one didn't go through me. 25X1A9a

MR. FISHER: I'm sure it didn't!

[REDACTED] And I agree, it doesn't give any guidance at all. 25X1A9a

[REDACTED] This fellow has been in the CIARDS and has known for five years he would be retiring --

MR. FISHER: Oh sure!

And Ed, this is another thing. We are generally a little tougher on people in the CIARDS, because these people know there's an honest to God mandatory retirement.

Do I have a motion on [REDACTED] 25X1A9a

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1971.

[REDACTED] Move an extension to 31 December

25X1A9a

[REDACTED] Second.

. . . This motion was then passed . . .

MR. FISHER: Now we have [REDACTED]

25X1A9a

Here again we have a lady with a reserve appointment, who is asking for another year beyond January of 1972. She will be 62 in January 1972. She is only a GS-5. I must admit in this case I am persuaded by this eligibility for health and insurance benefits -- which I think is a tremendous benefit. She would become eligible in 10 months, so if we wanted to be precise we could take her to December, or not quibble and give her a year. What is the consensus of the Board on it?

January, 1973.

[REDACTED] I thought it would be okay to go to

25X1A9a

[REDACTED] I think we would have a better basis

for making it to September. What is the basis for making it a year?

MR. FISHER: What I was thinking, if you take her to 31 September then you're getting nearer the end of the year and she might say - "Gee, it would be nice to get the tax break on my lump sum annual leave payment."

[REDACTED] 31 December would give her the tax break and the insurance.

25X1A9a

[REDACTED] I was going to the SCD to get her 12 years in--

25X1A9a

MR. FISHER: If she got to September she would have her 12 years, which is really the basis--

[REDACTED] But she would also get her lump sum leave payment this year.

25X1A9a

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MR. FISHER: What do you think about 31
December 1972?

plus the tax break. [REDACTED] So the reason for that is the 12 years
25X1A9a

[REDACTED] Yes, 31 December 1972.

MR. FISHER: How do you feel about it, Ed?
25X1A9a

[REDACTED] I'd say carry her through the end
of the year.

MR. FISHER: I think we are ready for a motion.
25X1A9a

[REDACTED] I move she be granted an extension
to 31 December 1972.

[REDACTED] Second.
25X1A9a

. . . This motion was then passed . . .

25X1A9a

MR. FISHER: Next case, [REDACTED]
who is in the Civil Service retirement system. She wants an extension
from 27 June 1972 to 31 May 1972. She is a GS-13. She wants four
months.

25X1A9a

[REDACTED] But the reason is what bothers me.

MR. FISHER: Let me just ask one question.
I think maybe we all sense the unfortunate precedent we get into here --
everybody will be asking - "Let's round it out to 20" or "Let's round
it out to 30" -- and the next time it might mean giving eight months. I
find it hard-- What I don't really understand - although I admit 25X1A9a

he threw it in from left field - is this recruitment bit by [REDACTED] 25X1A9a

[REDACTED] It's just that she's in the field --

MR. FISHER: Does he mean it's difficult to get
somebody rotated to replace her? 25X1A9a

[REDACTED] Yes. Summer is better for a family

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to be moved and for him to be rotated into a new assignment. This is the way I understood it.

MR. FISHER: Okay, maybe that makes a little bit more sense then. I wish he had made a strong point of that.

[REDACTED] I think this is what he definitely had in mind. If the replacement has children, he has to try to rotate in the summertime. 25X1A9a

[REDACTED] says - "I endorse her request solely in recognition of her devoted service to the Agency." And then he adds that incidentally it would give them wider latitude in the selection of her replacement. 25X1A9a

[REDACTED] Is there any magic about getting 30 years, other than that it sounds nice? 25X1A9a

MR. FISHER: No. She will get a retirement certificate and a 30 year pin.

[REDACTED] Nothing cash in hand? 25X1A9a

MR. FISHER: Nothing tangible.

[REDACTED] She will probably have the 30 years anyway. 25X1A9a

[REDACTED] But she won't get a 30 year pin. 25X1A9a

[REDACTED] She will have the equivalent of it.

MR. FISHER: Well, my feeling on this is that either we should turn her down because it's an unfortunate precedent and we don't believe we should set it just to round out a period of service; or we should say they have a problem and it would be better to allow her to stay on because of the rotational problem for a replacement. 25X1A9a

[REDACTED] I can't go on record and won't go on record for [REDACTED] -- and I don't think Jim would want me to -- and 25X1A9a

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I don't think Ed Proctor would want me to -- to say the [REDACTED] has a 25X1A

problem for a few months. I think we better put our marbles 25X1A

where they count for the [REDACTED], with Red White on these things.

MR. FISHER: Let me just explain one thing about
my two month authority. I can't do it on these -- these have to go to
the Director, regardless.

25X1A9a

[REDACTED] Yes, on this disapproval. But
you could later --

MR. FISHER: But I would be hard put if the
Director signed off disapproving an extension, to then extend her. So
we either have to surface it right here, or not at all.

Would anyone care to make a motion?

25X1A9a

[REDACTED] I move we not approve it.

MR. FISHER: Ed, for your information, Bob 25X1A9a
[REDACTED] was saying she could later come in with an official appeal. Once
she has requested an extension, it has to go to the Director. Therefore
if we want to recommend a 60 day extension it would have to be put in
this memo now going to the Director.

25X1A9a

[REDACTED] There would be no point in
recommending 60 days.

MR. FISHER: No, that doesn't make much sense,
I'm afraid.

25X1A9a

[REDACTED] I move we not approve an extension.
Second.

. . . This motion was then passed . . .

25X1A9a

MR. FISHER: Next, [REDACTED] This
is a GS-11, in the DD/I, requesting an extension under Civil Service
for one year - April 1972 to April 1973. Again this man has the

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usual compassionate reasons and says it's going to be tough living on less, and he has to have other employment -- only in this man's case he has a 10 year old son at age 60.

[REDACTED] But there's an awful lot of this. 25X1A9a

This implies the boy is never going to get to college, which I think is misleading.

MR. FISHER: I had here again -- and maybe I'm liberal today -- I said give him at the most until the 31st of December with the understanding that he will go to work with EAA and will accept outside employment sooner if a suitable position is found.

[REDACTED] His scheduled date is April 1972, 25X1A9a
and that's a long way off. 25X1A9a

[REDACTED] I think his reasons here are very weak -- such as paying on a home mortgage - has a home loan -- well who in the hell hasn't!

MR. FISHER: He's the average guy retiring! 25X1A9a

[REDACTED] And moreover, he says he was not informed when he was hired that he would have to retire at this age. Well, who was? - back in that period? 25X1A9a

MR. FISHER: How do you feel, [REDACTED] 25X1A9a

[REDACTED] No, I don't think he has a case. In fact, I went back for some additional information and didn't get it. This fellow had a heart attack in March of 1970 and used 3 weeks of sick leave -- but he was cleared by the Medics, etc. I was just trying to find out if there was more to it. They added something to the effect that he does contribute a little bit to the support of a mother-in-law.

MR. FISHER: It sounds to me like we have a turn-down here with the urging that he get together with EAA and work very diligently to find the long term employment which he obviously requires.

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. . . Above motion was then moved,
seconded, and passed . . .

MR. FISHER: Then, finally, Mrs. Evelyn

25X1A9a

[REDACTED] who is in the DD/P in SB.

25X1A9a

[REDACTED] She's been 19 years in the

same office!

MR. FISHER: She has a husband who apparently
has been retired for disability and gets \$167.81 a month. She would get
about \$3400. She wants one more year in the hope that her husband
will be able to go back to work. I just wish she wasn't already 62 years
old. I would have little trouble with it if she was 60 and looking for
another year.

25X1A9a

[REDACTED] I forgot to check on this, Harry,
to see if she has our insurance. After the second month it would
only cost her \$10 a month.

MR. FISHER: Yes, if she has the family plan--

25X1A9a

[REDACTED] Her husband must not have had much
of a job to get such a low annuity!

MR. FISHER: You never know. Maybe it was
just that he didn't work very long.

25X1A9a

[REDACTED] It seemed to me in consideration of
her pretty good annual leave balance that we could help her by carrying
her until she could get that in calendar year '73 -- but that is about as
far as I think we ought to go - that is, to December 30, 1972.

25X1A9a

[REDACTED] The ones I tried to be tough on today,
you are being lenient on!

25X1A9a

[REDACTED] Well, go ahead and make your motion.

MR. FISHER: It's open for general discussion. This

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is a tough one. I am a little persuaded, as I say, by the fact that she apparently has on her hands a husband who will be unable to work--

[REDACTED] Yes, I think this idea that he's going to get better and go back to work sounds rather improbable. 25X1A9a

[REDACTED] If things haven't improved by December 1972 she could put in another request. 25X1A9a

[REDACTED] December 1972 would give her a year and a half to find something else.

MR. FISHER: There's something about a three and a half month extension that almost seems insulting when it's given this far in advance -- 25X1A9a

[REDACTED] But the reason for it is the tax break. You have a reason. 25X1A9a

[REDACTED] We carried this other case here today from June thru December for the tax break.

MR. FISHER: Well, I know we did, but we have been trying to stick to not reaching back too far for this tax break -- we've been trying to stay within 60 days.

Again, if that is the feeling of the Board then I think somebody ought to toss a motion out and see how we stand on it. How do you feel, Ben? 25X1A9a

[REDACTED] I was thinking that it might be even premature to act. She would normally leave in September of 1972. Her husband might improve by then and might be back at work by then, and then it might be easy to turn down her request for an extension. And you might encourage her to start looking now for a job but to resubmit this request say at the end of this year.

MR. FISHER: I have the feeling we would just have to chew the whole thing over a second time. Obviously, we could leave a door open so that if the husband did return to work-- But the

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husband has been out since March of 1969. And she is asking for an extension to September 1973.

[REDACTED]: There's nothing magic about that. 25X1A9a

But the fact that she will be 62, and so on, I think is something we have to take into account.

[REDACTED] We have been enjoined not to 25X1A9a

recommend these --

MR. FISHER: Pretty much. 25X1A9a

[REDACTED] She has over a year to look for a job outside. And not that that is easy, of course -- it's darn difficult, I'm sure! but it isn't as though we were going to turn her out on the street next month. 25X1A9a

[REDACTED] I think she has to realize that the end is going to come some time -- 25X1A9a

[REDACTED] She could still come back again if this were turned down?

MR. FISHER: Well, she really can't come back again -- but she can appeal it to the Director. 25X1A9a

[REDACTED] If her situation changes.

MR. FISHER: It's a little tough to appeal to the Director -- but I suppose she could ask us to reconsider her case on the basis of new facts. 25X1A9a

[REDACTED] I'm inclined to say no in this case, myself. 25X1A9a

[REDACTED] I wish we could defer it, really, until early next year or even the middle of next year and see what the situation is then.

MR. FISHER: I would rather take a position now subject to change if something happens, so that we are not necessarily forced to go back over it. I think she should be planning on something right now.

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[REDACTED] Could this be done - could it be 25X1A9a

said to her: The Board has been very reluctant to approve this thing. However, given the length of time before your actual retirement occurs, they are not willing to take a final decision on this. They urge you most emphatically to face up to the fact that your Agency employment has got to terminate at some point, and you are going to have to plan for getting another job on the outside, and they urge you to start looking for it now. You have got over a year ahead of you to make such an effort. And if a job should come up, grab it -- because your termination from the Agency can be arranged and you can go out and get the other job-- Well, no, she couldn't do that, could she?

25X1A9a

[REDACTED] No, she can't. 25X1A9a

[REDACTED] But start conditioning her now to start thinking and planning ahead.

MR. FISHER: Excuse me - what can't she do? 25X1A9a

[REDACTED] She can't retire before 18 September 1972. 25X1A9a

[REDACTED] And the Board is just not going to decide this right now because --

MR. FISHER: Okay, let's take that one step further. Say we take the basic position that we are not at this time going to approve her extension but we urge that she get with External Assistance and begin working with them, and we would hope she would be able to find outside employment -- 25X1A9a

[REDACTED] And we would like to be kept informed --

MR. FISHER: But it's too early for her to look for another job -- that's the problem with her -- because of the same argument I used before, that you have to be ready to go to the job when you go down to EAA and ask for their help.

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[REDACTED] Can she be asked to simply withdraw 25X1A9a
this request on the basis that it's too early for us to pass judgment?

MR. FISHER: I would hate to discourage early
requests --

Well, what is the Board's feeling? Suppose
she came back here three months from now, or six months from now,
and she said, "I would still like another extension -- my husband is
still disabled, and I hope by 1973 he will be working again."

[REDACTED] But that is just what she is saying 25X1A9a
now. There's no new information in that.

MR. FISHER: But what could be said that would be
new information?

[REDACTED] 25X1A9a
Supposing her husband had to be
placed in a nursing home and her expenses kept going up? Or supposing
he dies -- then she could have some new information.

I don't think there is an easy way out of making
a decision here.

[REDACTED] 25X1A9a
The trouble with this one is she can't
look for employment and accept it before September of 1972. 25X1A9a

[REDACTED] Only elsewhere in the Government. 25X1A9a

[REDACTED] What we are being asked to do is
extend a form of charity. I'm as full of sympathy for a person in this
situation as anyone can be, but it really is simply a hand-out -- and maybe
we ought to do that.

MR. FISHER: And there really aren't many of
these women retiring at 62 or who are widows, that don't have a pretty
sad story to give -- and we all feel as badly about these cases as any --
So we have been fairly liberal with the GS-5, GS-6, GS-7 clerk steno
at age 60. But once they get past 62 then we are really defeating the
whole system if we do it. The most I really can see, even sensing

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what all of you are saying, is that based on the facts that are now before us we have no basis for extending, but if anything new develops we would entertain a request later on. Or something of that sort.

[REDACTED] You wouldn't even give her 25X1A9a
until December?

[REDACTED] We could do that on a resubmission. 25X1A9a

[REDACTED] You could do that later on. 25X1A9a

[REDACTED] I think putting it the way you did, 25X1A9a

Harry, it would come back at about the right time - next summer. 25X1A9a

[REDACTED] And say: In the meantime you should plan on retiring in September, when eligible.

MR. FISHER: And if any new information develops, we would entertain another request from her in about six months time.

[REDACTED] Early in 1972. 25X1A9a

MR. FISHER: Say: If any additional information develops, resubmit it sometime in early 1972.

Does that sound okay generally? (Board members indicated in the affirmative.) Okay. Fine. It's just that we will have taken a position, and the next move is hers.

[REDACTED] I think that is better. Yes. 25X1A9a
[REDACTED] Yes.

. . . A motion to this effect was then made, seconded, and passed . . .

. . . The meeting adjourned at 3:15 p.m. . . .

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